

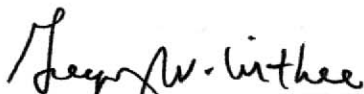
## NESDIS EQUAL EMPLOYMENT OPPORTUNITY (EEO) AND DIVERSITY MANAGEMENT POLICY STATEMENT

As the Assistant Administrator for Satellite and Information Services, I fully support the policies and objectives of Equal Employment Opportunity (EEO) and Diversity Management. EEO and Diversity Management work together in creating and maintaining an environment that fosters equality of opportunity for all people.

It is the policy of the National Environmental Satellite and Information Service (NESDIS) to provide equal opportunity in employment for all persons, regardless of race, color, religion, sex, national origin, age, disability, or sexual orientation. Federal EEO regulations require federal agencies to maintain a continuing affirmative program to promote equal opportunity and to identify and eliminate discriminatory practices and policies. The goals of this program include increasing the employment and advancement opportunities of those groups that are under-represented in the workforce, making every effort to reasonably accommodate people with disabilities and ensuring that discrimination and harassment are eliminated from the workplace.

The United States is a nation of people with different ethnic, cultural, and religious backgrounds who have contributed to the richness and strength of our society. Like our society, the American work force is becoming more and more diverse. Effective diversity management is essential to attract and retain the best possible work force at NESDIS. Diversity management is creating and maintaining a work environment that provides the opportunity for all employees to maximize their potential and fully contribute to accomplishing the organization's mission. Such an environment does not place any member at an advantage or disadvantage and ensures that all team members treat each other with dignity and respect. We must continue to embrace the rich perspectives that all individuals bring to the NESDIS workplace. Our employees are entitled to a positive work environment where they are challenged and provided the opportunity both to excel and grow professionally. When people feel good about their jobs, enjoy coming to work and believe they are treated fairly, they are more productive.

I am committed to providing opportunities for all segments of our population in all aspects of employment. We are all enriched by the dedication and the broad talent of a diverse workforce. I expect each Office and Center Director, manager, supervisor, and employee at NESDIS to share this responsibility with me. I look forward to your support in creating a workplace that accepts diversity and promotes equal opportunity for all.



Gregory W. Withee

Assistant Administrator for Satellite and Information Services

5 November 2003

Date